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Arizona Labor Market NEWSLETTER
Arizona Department of Economic Security

Vol. VIII No. 9
September 1984

Unemployment Rate

Seasonally Adjusted
July*

ARIZONA	4.7%
Maricopa Co.	3.4%
Pima Co.	3.8%
UNITED STATES	7.5%

Consumer Price Index

National-June
1967 - Base Year

Wage Earner/Clerical
Worker - 306.2
% Chg. Yr. Ago 3.0

All Urban - 310.7
% Chg. Yr. Ago 4.2

Phoenix-2nd Qtr.
1977 - Base Year

All Urban - 180.1
% Chg. Yr. Ago 5.6

Producer Price Index

National-July*
1967 - Base Year

All Commodities-312.0
% Chg. Yr. Ago 2.9

Finished Goods -292.6
% Chg. Yr. Ago 2.4

* Preliminary

1982 MINING EMPLOYEES— WHERE ARE THEY NOW?

It is well known that the copper mining industry has reduced its total employment level in Arizona within the last few years. In fact, copper mining employment dropped from a peak of 22,500 in June of 1981 to less than 12,000 in December of 1983 and appears to be continuing to decline. With copper futures currently trading in the 57-60 cents per pound range, down from over a dollar a pound a few years ago, the outlook is not good. However, it is not well known where the former mining employees have gone and what their current employment situations are. Labor Market Information has conducted some research to help shed some light on what has happened to those employees. This research was done to better understand what these people have done to adjust to a major economic dislocation and to help policy makers better understand the functioning of the labor market. The findings of this work contain both confirmation of widely held beliefs and a number of interesting insights. But in the final analysis, the study is not another collection of statistics. Rather, it should help us to minimize the economic hardship that these mass layoffs have produced.

Unemployment rates tell only part of the story concerning the economic conditions in an area. By definition, to be unemployed a person must be without a job and actively seeking employment. Yet the unemployment rates in many of the rural counties most dependent on copper mining have been going down. This might seem paradoxical to those people familiar with the area and aware that the mines have not rehired. But unemployment rates do not account for discouraged individuals who have given up looking for work in their areas because they know that there are not any jobs available. The rates also do not account for those persons who have found work, but whose new wages are much lower than what they used to receive. Another concern is whether a person has had to relocate in order to find work. The purpose of this research was to help fill in some of the information that the employment and unemployment figures were not designed to capture.

For this study, Unemployment Insurance base period wage files were used to obtain data on all persons who received wages from a mine in the first quarter of 1982 and we followed those same persons to the fourth quarter of 1983 (the most current data available). Since most employers in Arizona are required to report to Unemployment Insurance all of the wages they pay to their employees, the base period wage files are very complete. They do not just contain data on persons who are unemployed. (Those interested in a detailed discussion of the methodology should contact the author.)

The data showed that there were 23,163 employees who received wages from copper mining employers during the first quarter of 1982 (see Figure 1). Of those persons, almost 71 percent received wages from an Arizona employer in the fourth quarter of 1983. The remaining persons did not appear in the files at all during that quarter.

Of the persons who received wages in the last quarter of 1983, the majority (72.4 percent) had the same mining employer as in 1982. Due to economic conditions in the industry, there obviously have been few voluntary changes in employment. About one-fourth received wages in another industry and a small number had changed mines (see Figure 2).

Those who continued to work in the mining industry were much more likely to have maintained or increased their wage levels in 1983 over what they had earned in early 1982. The majority of those working in a different industry in 1983 were paid considerably less than they had received in 1982 (see Table 1).

Another question examined was where former mining employees were able to find work. Over 68 percent found work in a county different from the county in which they had previously worked. More of them found work in Maricopa County than in any other county, while more persons changed from Pinal County than from any other county. Although many former miners found work in Pima County, a similar number left the county, leaving a nearly constant number of former miners working in Pima County.

We then tried to determine in which industries the former miners found employment. We found that more of them were working in construction than in any other industry. The next largest groups went to government and business services. The remaining 60 percent were scattered among more than 60 industries at the two-digit Standard Industrial Classification (SIC) level (see Table 2). Although the construction industry tends to be cyclical, the diversity of industries that the former miners have entered is a good sign that massive layoffs will

not again affect those who were forced to leave mining.

Of great concern were the 6,738 persons who did not receive any wages during the last quarter of 1983. The lack of wages could be caused by any of the following:

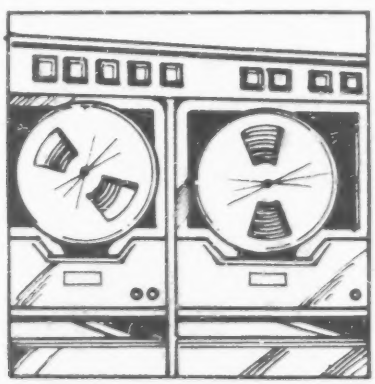
1. Persons ceasing employment with a mine, either voluntarily or involuntarily, and not being able to find a new job.

2. Persons relocating to another state.

3. Persons on strike.

4. Persons leaving the labor force (i.e., retirement, disability, death).

In order to help determine which of these reasons were more likely to have caused the lack of wages, we looked at data from three other sources -- Food Stamp applicants, Unemployment Insurance applicants, and Job Service registrants. About 13 percent of those former miners who had no wages in the fourth quarter of 1983 had applied for Food Stamps in Arizona since October of 1983. This indicates that those persons remained in the state after their mining employment ceased.



From Unemployment Insurance applicant files, we found that over 29 percent of those miners without 1983 wages had filed claims for Unemployment Insurance between October 1982 and January 1984. Only two percent of those claims were filed from out of the state, while over seven percent of the claims were denied due to the applicants being involved in labor disputes.

In addition to the Unemployment Insurance claimants who were required to register with the Job Service, another 839 former miners also had registered for jobs. Therefore, we know that they remained in Arizona and were looking for new jobs. That information plus the Food Stamp and Unemployment Insurance data helped to account for about 55% of the former miners without fourth quarter 1983 wages.

Of the remaining 3,000 former miners, a large number retired from the mines in 1982 and 1983. Several of the mines had special early retirement programs during those difficult times. After contacting a number of these mines, we estimate that the vast majority of those 3,000 who remain probably have retired.

In summary, it appears that those who stayed with a mine maintained or increased their standard of living, while the majority of those no longer in mining are not doing very well financially. Most of the former miners who were able to find some kind of work had to relocate or commute to a different county -- more to Maricopa than to any other county. That means a major life style adjustment for many former miners and their families. For the families who have always lived in the rural counties and have strong social and economic ties to their communities, it must be very difficult, both financially and emotionally, to move to a large urban area where life is very different from what they are used to. For those persons who are unable to move or choose not to leave their homes, the outlook is bleak. New jobs are not being created fast enough in those areas to compensate for the lost mining jobs. One solution would be for new industries to move into those counties. A more likely remedy would be for small businesses to develop from within the communities. Both would provide new jobs and help diversify the employment base to prevent future dependence on any one industry. But economic development is not a "quick fix." If nothing else, it takes time, and a lot of effort.

Barbara Keene

FIGURE 1

EMPLOYMENT STATUS – 4TH QTR. 1983
(TOTAL 1ST QTR. 1982 MINING EMPLOYEES = 23,163)

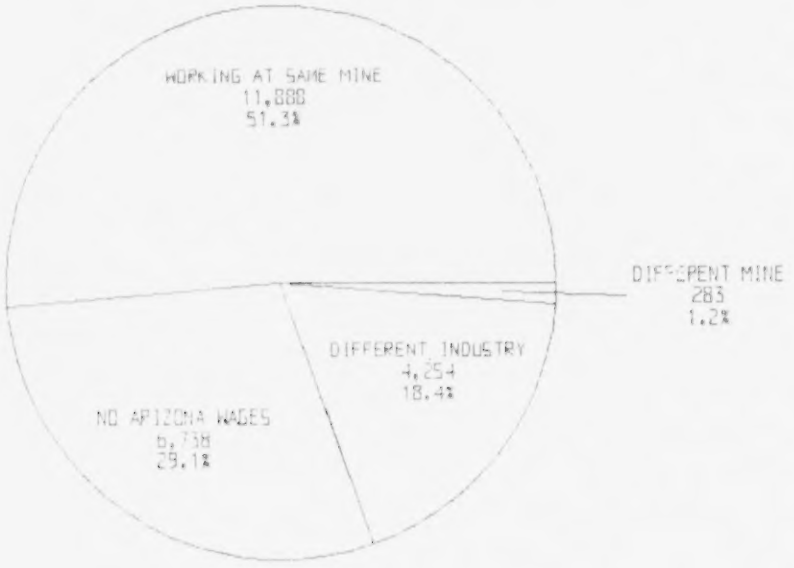
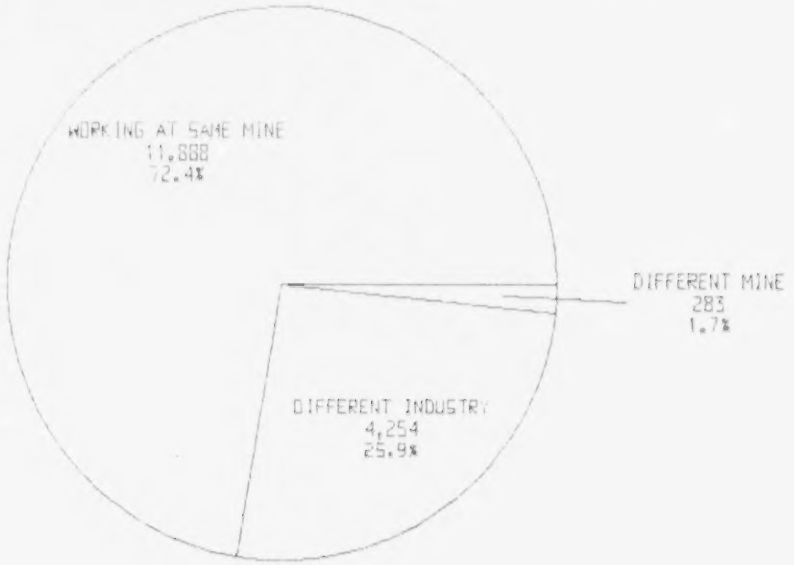


FIGURE 2

EMPLOYMENT LOCATION – 4TH QTR. 1983
(PERSONS WITH 4TH QTR. 1983 WAGES = 16,425)



DEPARTMENT OF ECONOMIC SECURITY
LABOR MARKET INFORMATION

TABLE 1

WAGE CHANGES BETWEEN 1ST QUARTER 1982 AND 4TH QUARTER 1983
(Persons With Wages in 1983 = 16,425)

	PERCENT OF 1982 WAGES RECEIVED IN 1983					
	0-24%	25-49%	50-74%	75-99%	100-149%	150%+
Same Mine	364	377	721	2,987	5,963	1,476
Different Mine	11	7	31	61	132	41
Other Industry	1,069	1,080	808	520	410	367

TABLE 2

1983 INDUSTRIES OF FORMER MINE EMPLOYEES
(Non-mining)

SIC	INDUSTRY	PERCENT
17	Construction - Special Trade Contractors	12.8
91	Executive, Legislative and General Government, except Finance	8.3
73	Business Services	7.0
15	Building Construction - General Contractors and Operative Builders	5.9
16	Construction other than Building Construction - General Contractors	5.5
55	Automotive Dealers and Gasoline Service Stations	4.0
82	Educational Services	3.9
49	Electric, Gas and Sanitary Services	3.6
32	Manufacturing - Stone, Clay, Glass and Concrete Products	2.9
50	Wholesale Trade - Durable Goods	2.9
54	Retail Trade - Food Stores	2.7
65	Real Estate	2.7
58	Retail Trade - Eating and Drinking Places	2.5
80	Health Services	2.5
37	Manufacturing - Transportation Equipment	2.0
--	Other	30.8

COMPARABLE WORTH: ISSUE OF THE '80s

It has been called "the issue of the 80s for women." Others maintain that it is "completely antithetical to the way our economic system works." Both characterizations refer to the concept of comparable worth -- the concept of equal pay for work of comparable value, not to be confused with the earlier concept of "equal pay for equal work."

The concept of comparable worth may have had its origins in the "just price" idea of the Middle Ages, according to June O'Neill, director of policy research on woman and families at the Urban Institute. Canadian officials who enforce their federal comparable worth law date their involvement to a 1950 agreement by the International Labor Organization to promote the idea of "equal pay for work of equal value." Many in the United States, however, trace comparable worth to a court decision and a collective bargaining agreement in the early 1980s.

The Equal Pay Act of 1963 was one of the first major steps. It provided for equal pay "on jobs the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions."

Using the Equal Pay Act, the plaintiff has the burden of proving that she is paid less for doing a job that is substantially equal to a job done by a man.

Title VII of the Civil Rights Act of 1984 makes it unlawful for an employer to discriminate on the basis of sex and other factors. It is an unlawful practice under Title VII for an employer to discriminate in hiring, job classification, promotion, compensation, fringe benefits, discharge or any other terms, conditions and privileges of employment. The Bennett Amendment to Title VII brings this part of the Civil Rights Act into line with the Equal Pay Act.

The now classic County of Washington, Oregon v. Gunther case in 1981 came about when Alberta Gunther and three other matrons employed at the Washington County jail sued the county because they claimed they deserved wages equal to male guards at the jail. The matrons were paid $176 to $224 less than male correction officers.

The district court found there were three matrons to every female prisoner, but only one male correction officer to every four male prisoners. The matrons spent anywhere from 10 to 75 percent of their time doing clerical work while male guards spent very little of their time doing this kind of work.

The district court refused to hear evidence of sex discrimination and its decision was overturned by the Ninth Court. This court also touched on the concept of "comparable work," saying that an example of "comparable work" alone would not be sufficient to establish a prima facie case.

The case was appealed to the Supreme Court in 1981. The court addressed the narrow question of whether the Bennett Amendment meant that Title VII's prohibitation against sex-based wage discrimination was limited to claims of equal work.

By a 5 to 4 vote, the court upheld the Ninth Circuit saying that plaintiffs need not prove that they were working at substantially equal jobs in order to sustain a wage discrimination claim under Title VII. Plaintiffs can prevail by proving that their wages were depressed because of intentional sex discrimination even though their jobs are not equal to jobs held by higher paid men. The majority opinion, however, emphasized that its decision was not an endorsement of "the controversial concept of 'comparable worth.'"

SAN JOSE, CALIFORNIA SETTLEMENT

San Jose, California became the site of the first major public sector comparable worth settlement. A report entitled, Affirmitive Action for City Women, was submitted in 1977 to the San Jose city council by a group of women city employees. The report presented traditional affirmitive action

issues, but also a new concept: compensating women's classifications on a basis other than by their normal value in the marketplace.

The local of the American Federation of State, County and Municipal Employees (AFSCME) requested the city to study the relationships between men's and women's salaries on the city work force. The city's unwillingness to study this issue and the advent of Proposition 13, which froze county and city wages, prevented the city from dealing with comparable worth in 1978.

By April 1979, 80 women city employees staged a one-day "sick out" to demonstrate their concern to the city administration. The AFSCME local got the city to contract with Hay & Associates, a firm which has been performing job evaluations for more than 40 years, to study salary relationships on nonmanagement positions. The city agreed to this, but on the condition that there was no commitment to do anything other than review the results.

The Hay method is based on three standard evaluation factors: know-how, problem solving, acountability and, in San Jose's case, a special factor of working conditions. All the factors are used to derive an accumulation of points signifying each job's value to the organization. The results for San Jose showed that female-dominated classes, such as librarians and typist clerks, were paid an average of two to 10 percent below the overall trend while male-dominated classes, such as automotive equipment inspector, were paid eight to 15 percent above the average.

Despite disagreement over the causes of wage disparities, formal contract negotiations between the city and the union began in May 1981. In June 1981, however, the Gunther decision came down from the Supreme Court and AFSCME filed a complaint with the Equal Employment Opportunity Commission.

On July 5, AFSCME went on strike bringing roughly 400 of the 2,000 represented employees out of work. Negotiations were complicated by the fact that many of the most underpaid employees were not dues-paying members of the AFSCME local that represented them.

The strike was ended July 14 with a two-year agreement calling for a general salary increase of 7.5 percent the first year and eight percent the following year for all classes. In addition $1.5 million was to be set aside for "special equity adjustments" to female-dominated classes at the lower pay scales.

MINNESOTA LAW

Minnesota has settled its brewing comparable worth situation amicably after a law was passed in 1982 requiring correction of pay disparities involving female-dominated jobs in state government.

The law was the result of work done by the state's Council on the Status of Women, which draws its members from the State House and Senate and citizen representatives. To examine the issue, the council appointed a task force including representatives from both political parties, the AFSCME council representing state employees and citizen groups.

Using a Hay & Associates method, the council's task force found that clerical positions, overwhelmingly filled by women, were paid up to $350 less per month than groundskeeping jobs, mostly filled by men, which were found to be comparable. Similarly, senior groundskeepers were earning more than licensed practical nurses even though LPNs received higher job evaluation points. As a result, the state will pay $22 million in the 1984 and 1985 fiscal years to cover pay equity adjustments. As in the case of San Jose, there were no layoffs or program cuts to cover the back pay awards.

PRIVATE SECTOR ACTIVITY

Action on comparable worth in the private sector generally has lagged behind the public sector. A 1975 suit brought by the International Union of Electrical Workers (IUE) against Westinghouse Electric Corporation is one of the only significant cases thus far.

The suit, which involved the company's lamp manufacturing plant in Trenton, New Jersey, charged that women in "common laborer" work, machine work and inspection positions were not paid as much as men for work which, although different, required equal skill, effort and responsibility. The case went through the appeals process until the Supreme Court in February 1982 remanded the case back to a settlement made in the U.S. Circuit Court of Appeals. In the settlement, 85 workers at the plant received wage hikes and more than 500 former employees were part of a back pay award of $75,000.

Robert E. Williams, a Washington attorney who represents management in labor negotiations, sees the value of job evaluations, but questions whether they are really scientific. "If you go to a pure comparable worth concept, that doesn't leave much room for market values," Williams said. Even if labor and management are involved in evaluating jobs in a company, Williams maintains there is still too much subjectivity to make any evaluation solid means to measure the value of work.

While he supports vigorous enforcement of Title VII, Williams said if comparable worth settlements are instituted in the private sector, the cost will make many companies uncompetitive in domestic and international markets.

STATE OF WASHINGTON CASE

So far, the case that has caused the greatest consternation among comparable worth's critics is American Federation of State, County and Municipal Employees (AFSCME) v. State of Washington. The case developed after a state-commissioned job study completed in 1976 revealed that female-dominated jobs, such as clerical positions, were underpaid as much as $500 per month compared with male-dominated jobs, such as truck drivers. Last November, a federal district judge ruled in favor of the state employees and appointed a master to arrange a back pay settlement to 15,000 mostly women employees which may carry a price tag as high as $500 million.

Critics contend that the market place, not job evaluators, should set wages. "The Washington study differed radically from the market in its assessment throughout the job schedule," June O'Neill wrote in an opinion piece in the January 20, 1984 Wall Street Journal. "A clerical supervisor received a higher rating than a chemist, yet the market rewards chemists with 41 percent higher pay. . . . Truck drivers were ranked at the bottom, receiving fewer points than telephone operators or retail clerks. The market, however, pays truck drivers 30 percent more than telephone operators and the differential is wider for retail clerks."

O'Neill and others fear that comparable worth settlements may cost a certain number of public sector employees their jobs in order to provide money for back pay settlements and wage adjustments to low-paid workers in female-dominated jobs.

Still others, like George C. Smith, a Washington attorney specializing in discrimination litigation, see comparable worth as asking the law to exempt "female employees from the harsh realities of the market and that society must subsidize increased wages in the jobs which females tend to prefer."

Thus far, no comparable worth settlement has been the bank-breaker critics say it could be. In Minnesota, roughly 7,400 state employees are the beneficiaries of a $22 million pay equity settlement which will be paid out over the 1984 and 1985 fiscal years. In this case and in the historic 1981 settlement involving city employees in San Jose, California, there were neither cutbacks in services and programs nor layoffs to cover the cost of the settlements.

While there are doubts about how heavily marketplace factors were considered in San Jose or Washington state, Minnesota, which reached its settlement through a consensus of organized labor, political leaders and private citizen groups, included marketplace wages in its revamped pay plan.

In the meantime, there are at least a dozen comparable worth lawsuits pending which involve state, county and city governments. AFSCME, comparable worth's main proponent across the U.S., has filed charges with the Equal Employment Opportunity Commission (EEOC) and is pushing litigation in Hawaii, Los Angeles, Wisconsin, Reading, Pennsylvannia, Nassau County, New York and Chicago, according to Diana Rock, AFSCME's director of women's activities.

ARIZONA

Earlier this year, AFSCME announced its intentions to unionize the state's universities. Union leaders believe university employees -- as well as many other public employee groups in Arizona -- may be ripe for organizing. Tucson City Councilman, Tom Volgy, who has pushed successfully for a study of pay equity among Tucson city workers, has told a group of University of Arizona workers that if university administrators did not do something to identify and correct the cause of unequal pay scales at the University of Arizona, someone, possibly AFSCME, would do it for them.

Volgy said the city and Pima County have both agreed to conduct studies in comparable worth and the Tucson Unified School District is reportedly considering a comparable worth study of its workers.

FEDERAL RESPONSE

Comparable worth is being resisted on the federal level. The EEOC has more than 200 separate comparable worth complaints pending and has been criticized for letting them sit unanswered for months.

The Reagan administration, as a whole, has hesitated to take a stand on comparable worth. In testimony before the House subcommittee on pay and employee compensation on April 3, Office of Personnel Management Director Donald J. Devine, said the administration is "fully committed to equal pay for equal work" and that adequate legislation (the Equal Pay Act and Title VII of the 1964 Civil Rights Act) to enforce the concept is on the books. Just the same, William Bradford Reynolds, chief of the Department of Justice's civil rights division, has said that the initial decision in the Washington state case is wrong and that the department may intervene against public employees in the case in the near future.

Regardless of what happens in the federal civil service, the future of comparable worth is unclear. No one is quite certain whether the Washington state case will go to the Supreme Court and, if it does, whether the concept will radically change the American marketplace. In the end, comparable worth may be a concept which gradually changes our understanding of the value of work and the meaning of fair compensation.

SOURCES: National information excerpted, with permission, from the three-part series, "Comparable Worth: Issue of the '80s," appearing in the Public Administration Times (April 1, 1984; April 15, 1984; and May 1, 1984). Arizona information is from the Arizona Daily Star (May 2, 1984).

ARIZONA UNEMPLOYMENT INSURANCE ACTIVITIES - JUNE 1984

	June 1984	May 1984	June 1983	% Change From One Year Ago
Arizona Claimants Served*	30,652	27,157	61,051	-49.8%
Arizona Average Weeks Unemployed**	8.7	8.3	INA	INA
Arizona Benefits Paid*	$ 9,449,184	$ 8,837,930	$ 19,150,037	-50.7%
Arizona Trust Fund Balance	$206,595,202	$212,568,755	$175,182,586	+17.9%

*All Programs **UI Only

Arizona Labor Force and Employment

July 1984 (in thousands)

	ARIZONA				
				-- Amt Change --	
	Jul.* 1984	Jun. 1984	Jul. 1983	Jun. to Jul.	1983 to 1984
TOTAL CIVILIAN LABOR FORCE	1375.8	1393.1	1363.3	-17.3	+12.5
Total Unemployment	68.8	73.0	132.6	-4.2	-63.8
Rate	5.0	5.2	9.7	---	---
Rate (Sea. Adj.)**	4.7	4.9	9.3	---	---
Total Employment	1307.0	1320.1	1230.7	-13.1	+76.3

THE ABOVE LABOR FORCE STATISTICS SHOULD NOT B

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1109.3	1124.7	1044.0	-15.4	+65.3
Manufacturing	169.6	168.8	157.3	+0.8	+12.3
Durable Goods	133.8	133.2	122.7	+0.6	+11.1
Stone, Clay and Glass	6.9	7.0	6.4	-0.1	+0.5
Primary and Fabricated Metals	15.6	15.5	14.6	+0.1	+1.0
Primary Metals	6.6	6.5	6.5	+0.1	+0.1
Fabricated Metals	9.0	9.0	8.1	+0.0	+0.9
Machinery	66.8	66.4	62.0	+0.4	+4.8
Other Durable Goods	44.5	44.3	39.7	+0.2	+4.8
Aircraft and Missiles	20.1	19.8	17.7	+0.3	+2.4
Lumber and Wood Products (Except Furniture)	6.8	7.0	6.9	-0.2	-0.1
All Other Durable Goods	17.6	17.5	15.1	+0.1	+2.5
Nondurable Goods	35.8	35.6	34.6	+0.2	+1.2
Food and Kindred Products	7.7	7.7	7.9	+0.0	-0.2
Apparel	5.0	5.1	4.9	-0.1	+0.1
Printing and Publishing	12.8	12.8	12.2	+0.0	+0.6
All Other Nondurable Goods	10.3	10.0	9.6	+0.3	+0.7
Mining and Quarrying	13.9	13.9	13.5	+0.0	+0.4
Copper Mining	10.9	10.9	10.6	+0.0	+0.3
Other Mining and Quarrying	3.0	3.0	2.9	+0.0	+0.1
Construction	91.1	91.5	80.0	-0.4	+11.1
Trans., Communications, and Public Utilities	59.4	59.0	56.7	+0.4	+2.7
Transportation	25.4	25.2	23.8	+0.2	+1.6
Communications and Public Utilities	34.0	33.8	32.9	+0.2	+1.1
Trade	268.6	269.6	253.4	-1.0	+15.2
Wholesale Trade	54.2	54.2	51.0	+0.0	+3.2
Retail Trade	214.4	215.4	202.4	-1.0	+12.0
General Merchandise and Apparel	37.1	36.7	35.0	+0.4	+2.1
Food Stores	34.5	34.5	32.5	+0.0	+2.0
Automotive and Service Stations	25.7	25.5	24.6	+0.2	+1.1
Eating and Drinking Places	74.4	75.6	69.6	-1.2	+4.8
Other Retail Trade	42.7	43.1	40.7	-0.4	+2.0
Finance, Insurance, and Real Estate	69.3	69.2	66.3	+0.1	+3.0
Services and Miscellaneous	256.1	258.7	238.1	-2.6	+18.0
Hotels and Other Lodging Places	26.0	26.6	23.3	-0.6	+2.7
Business Services	53.9	55.4	46.8	-1.5	+7.1
Health Services	67.4	67.1	64.3	+0.3	+3.1
Other Services	108.8	109.6	103.7	-0.8	+5.1
Government	181.3	194.0	178.7	-12.7	+2.6
Federal	39.2	39.7	38.8	-0.5	+0.4
State and Local	142.1	154.3	139.9	-12.2	+2.2
School	70.3	84.0	70.4	-13.7	-0.1

* Preliminary

** Normal seasonal variations have been eliminated to reflect underlying economic trends.

NOTE--Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Arizona Labor Force and Employment

July 1984 (in thousands)

MARICOPA COUNTY					PIMA COUNTY				
			-- Amt Change --					-- Amt Change --	
Jul.* 1984	Jun. 1984	Jul. 1983	Jun. to Jul.	1983 to 1984	Jul.* 1984	Jun. 1984	Jul. 1983	Jun. to Jul.	1983 to 1984
871.9	880.1	842.6	-8.2	+29.3	251.6	257.3	249.7	-5.7	+1.9
31.3	34.3	61.3	-3.0	-30.0	9.9	11.0	22.6	-1.1	-12.7
3.6	3.9	7.3	---	---	3.9	4.3	9.1	---	---
3.4	3.7	7.0	---	---	3.8	4.1	8.7	---	---
840.6	845.8	781.3	-5.2	+59.3	241.7	246.3	227.1	-4.6	+14.6

USED FOR ECONOMIC ASSISTANCE PROGRAMS.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

727.1	734.6	676.6	-7.5	+50.5	202.4	207.8	190.6	-5.4	+11.8
122.5	121.8	113.9	+0.7	+8.6	29.1	28.9	26.6	+0.2	+2.5
97.6	97.0	89.7	+0.6	+7.9	24.3	24.1	21.9	+0.2	+2.4
4.2	4.2	4.0	+0.0	+0.2					
9.9	9.8	9.6	+0.1	+0.3					
53.5	53.2	49.3	+0.3	+4.2					
30.0	29.8	26.8	+0.2	+3.2					
24.9	24.8	24.2	+0.1	+0.7	4.8	4.8	4.7	+0.0	+0.1
5.1	5.2	5.5	-0.1	-0.4					
2.9	3.0	2.8	-0.1	+0.1					
9.4	9.4	9.0	+0.0	+0.4					
7.5	7.2	6.9	+0.3	+0.6					
0.7	0.7	0.6	+0.0	+0.1	3.8	3.8	3.4	+0.0	+0.4
63.1	63.6	55.3	-0.5	+7.8	18.9	18.8	15.9	+0.1	+3.0
38.4	38.2	36.3	+0.2	+2.1	9.2	9.2	8.7	+0.0	+0.5
16.8	16.7	15.7	+0.1	+1.1	4.2	4.2	3.7	+0.0	+0.5
21.6	21.5	20.6	+0.1	+1.0	5.0	5.0	5.0	+0.0	+0.0
183.3	183.8	170.7	-0.5	+12.6	43.5	43.9	42.7	-0.4	+0.8
43.7	43.5	40.8	+0.2	+2.9	6.4	6.4	6.3	+0.0	+0.1
139.6	140.3	129.9	-0.7	+9.7	37.1	37.5	36.4	-0.4	+0.7
24.0	23.7	22.1	+0.3	+1.9	6.5	6.5	6.5	+0.0	+0.0
22.4	22.2	20.7	+0.2	+1.7	5.4	5.5	5.4	-0.1	+0.0
16.6	16.5	15.7	+0.1	+0.9	4.1	4.1	4.1	+0.0	+0.0
47.0	48.0	43.6	-1.0	+3.4	13.6	13.8	13.0	-0.2	+0.6
29.6	29.9	27.8	-0.3	+1.8	7.5	7.6	7.4	-0.1	+0.1
54.3	54.2	51.8	+0.1	+2.5	9.7	9.7	9.3	+0.0	+0.4
172.8	175.6	158.5	-2.8	+14.3	48.8	48.7	45.4	+0.1	+3.4
14.1	14.6	12.6	-0.5	+1.5	4.2	4.3	3.5	-0.1	+0.7
44.9	46.2	38.7	-1.3	+6.2	7.4	7.5	6.5	-0.1	+0.9
45.6	45.4	43.2	+0.2	+2.4	13.9	13.9	13.6	+0.0	+0.3
68.2	69.4	64.0	-1.2	+4.2	23.3	23.0	21.8	+0.3	+1.5
92.0	96.7	89.5	-4.7	+2.5	39.4	44.8	38.6	-5.4	+0.8

-- Prepared by Labor Market Information, Research and Analysis (CPS-MOD, 1/84)

NONMETROPOLITAN COUNTIES LABOR FORCE AND EMPLOYMENT
July 1984 (Preliminary)

	Apache	Cochise	Coconino	Gila	Graham	Green-lee	La Paz
TOTAL CIVILIAN LABOR FORCE*.	14,100	27,575	35,475	13,225	6,925	3,775	4,525
Total Unemployment	2,500	1,875	3,175	1,300	575	250	450
Rate	17.7%	6.8%	8.9%	9.8%	8.3%	6.6%	9.9%
Rate (Seas. Adj.)**. . . .	16.0%	6.5%	8.2%	9.8%	7.6%	7.1%	-INA-
Total Employment	11,600	25,700	32,300	11,925	6,350	3,525	4,075
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY. . . .	12,350	20,900	30,450	9,675	3,950	3,000	2,400
Manufacturing.	700	1,525	2,550	1,375	125	325	100
Mining and Quarrying	50	350	50	1,650	100	1,650	0
Construction	1,575	925	1,125	500	125	50	50
Trans., Comm., & Pub. Util..	1,650	1,400	2,250	275	150	50	50
Trade.	1,075	4,375	7,225	1,750	1,150	325	800
Fin., Insur., & Real Estate.	175	625	600	225	100	25	100
Services and Miscellaneous .	3,200	2,600	8,050	1,575	725	100	750
Government	3,925	9,100	8,600	2,325	1,475	475	550

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	20,925	24,200	28,200	8,400	29,700	35,225
Total Unemployment	1,525	3,350	2,900	1,375	2,025	6,275
Rate	7.3%	13.8%	10.3%	16.4%	6.8%	17.8%
Rate (Seas. Adj.)**. . . .	7.2%	12.9%	9.6%	14.2%	7.3%	-INA-
Total Employment	19,400	20,850	25,300	7,025	27,675	28,950
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY. . . .	14,750	16,350	21,450	7,025	16,475	21,000
Manufacturing.	2,125	1,925	2,600	875	2,075	1,550
Mining and Quarrying	250	1,075	3,875	25	325	50
Construction	925	600	600	225	950	1,525
Trans., Comm., & Pub. Util..	950	1,625	1,000	550	875	1,000
Trade.	4,450	3,125	3,725	2,775	4,575	6,450
Fin., Insur., & Real Estate.	725	275	725	225	725	750
Services and Miscellaneous .	2,925	4,250	2,100	1,050	3,275	3,900
Government	2,400	3,475	6,825	1,300	3,675	5,775

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
**Seasonal adjustment not applicable for economic assistance programs.

NOTE--Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

ARIZONA LABOR FORCE AND EMPLOYMENT FOR ECONOMIC ASSISTANCE PROGRAMS
May 1984 (Final)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,404,953	1,333,007	71,946	5.1%
Apache	14,131	12,681	1,450	10.3
Cochise	28,305	26,230	2,075	7.3
Coconino	34,575	32,270	2,305	6.7
Gila	13,980	12,347	1,633	11.7
Graham	7,372	6,736	636	8.6
Greenlee	3,849	3,581	268	7.0
La Paz	4,626	4,075	551	11.9
Maricopa	888,304	853,496	34,808	3.9
Mohave	21,373	19,585	1,788	8.4
Navajo	24,140	22,048	2,092	8.7
Pima	259,006	247,684	11,322	4.4
Pinal	29,871	26,668	3,203	10.7
Santa Cruz	8,242	7,248	994	12.1
Yavapai	30,211	27,806	2,405	8.0
Yuma	36,968	30,552	6,416	17.4

These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators. Note: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

ESTIMATED HOURS AND EARNINGS OF PRODUCTION WORKERS IN SELECTED INDUSTRIES IN ARIZONA
July 1984

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	JULY* 1984	JUNE 1984	JULY 1983	JULY* 1984	JUNE 1984	JULY 1983	JULY* 1984	JUNE 1984	JULY 1983
FOR THE STATE OF ARIZONA*									
Manufacturing	387.45	364.00	373.41	41.0	40.4	40.5	9.45	9.01	9.22
Aircraft & Missiles	INA	INA	465.34	INA	INA	41.4	INA	INA	11.24
Food & Kindred Products	303.28	299.12	365.15	39.8	39.1	41.4	7.62	7.65	8.82
Primary Metals	501.39	510.47	429.00	40.5	41.2	35.9	12.38	12.39	11.95
Machinery	336.91	332.03	363.21	40.3	40.1	41.7	8.36	8.28	8.71
Copper Mining	549.84	551.26	521.26	40.4	41.2	37.8	13.61	13.38	13.79
Construction	437.10	433.84	421.26	36.7	37.4	35.7	11.91	11.60	11.80
Utilities	522.40	522.40	512.24	42.3	42.3	43.3	12.35	12.35	11.83
Retail Trade**	225.81	225.81	206.86	35.9	35.9	33.8	6.29	6.29	6.12
Wholesale Trade	364.19	355.94	353.12	39.5	38.9	39.9	9.22	9.15	8.85

* Preliminary
** Excludes eating and drinking places.
NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/84)

THE ARIZONA LABOR FORCE IN JULY 1984

The employment situation continued its tremendous improvement in July. Except for three rural counties that saw increases in their unemployment rates, the overall unemployment trend is downward. July's statewide rate of 4.7 percent is the lowest since May 1979 when the rate was 4.6 percent. While we are still some distance above the record low of 4.3 percent recorded in January and February of 1970, a few more months of the type we have seen recently will put us within striking distance of what once seemed an impossible target.

As has been the case throughout this recovery, the metropolitan areas of Phoenix and Tucson continue to lead the recovery. Maricopa County broke its previous record low unemployment rate of 3.6 percent as the rate fell to 3.4 percent in July. Meanwhile, Pima County's rate of 3.8 percent is at its lowest level since July 1973 when the unemployment rate had fallen to 3.5 percent.

Because some employers normally increase employment in the summer season and others normally reduce employment, there were some ups and downs in July. On the positive side, manufacturing experienced its 12th consecutive month of increasing employment. Lead by electronics and aerospace firms, another 800 people found work. Also encouraging was the magnitude of the decline in retail trade employment. Usually the summer months contain larger drops, particularly in the eating and drinking places category. But the small decline in Maricopa County is a further indication of our economic strength.

Declining employment was recorded in the construction and services industries. The drop of 400 people in construction is the first such occurrence since January. While it is too soon to declare that the peak of employment has been reached, high interest rates and a shift to nonresidential construction will slow the industry.

In services, the loss of employment was across most sectors. The loss of 600 in hotels and motels was expected because all of it occurred in the metropolitan areas. But of particular concern were the losses in business and miscellaneous services. In business services, temporary help agencies have fueled the rapid advance in 1984. But in July, they were the source of the decline. And in miscellaneous services, the drop in employment is attributed to the shrinking involvement of nonprofit organizations in summer youth employment programs. Here, too, the loss must be put in perspective. First, the strong economy may have encouraged employers to reduce their dependence on temporary help in favor of hiring permanent employees. And the decline in nonprofit organizations may also indicate that youth were able to find jobs in other areas. Clearly, the rapid growth that services has recently recorded could not be sustained indefinitely.

Summer's doldrums make interpretation of economic activity difficult. But overall, Arizona's economy was strong in July. Usual seasonal declines took place in many industries, government in particular, but some of the declines were less than normal. Manufacturing was strong in the metropolitan counties while summer tourism continued at expected levels in the state's northern counties. But the dichotomy between metropolitan and rural areas continues to grow. Even industries expected to be strong such as lumbering are not performing well. Almost all of the net job creation continues to happen in the Phoenix and Tucson areas.

LABOR TURNOVER: A VITAL PIECE OF THE PUZZLE

In 1983, the U.S. Department of Labor, Bureau of Labor Statistics (BLS) altered its method for projecting job openings by occupation. In the past, the Bureau's estimates included openings that resulted from growth and replacement needs caused by death or retirement, but excluded openings created by labor turnover. Now, the Bureau collects data and provides projections on openings that occur when people change occupations or leave the labor force temporarily -- that is, labor turnover. Projections are made by BLS on a nationwide basis.

The Arizona Department of Economic Security, Research Administration, is also in the process of collecting and compiling labor turnover information which can eventually be incorporated into its Occupational Employment Statistics (OES) program. At the present time, however, labor turnover is not included in OES openings projections. This information will enable planners and employers to analyze labor turnover specific to any one industry as well as to make turnover comparisons within occupations across all industries. Job seekers will also be provided with a more accurate picture of career opportunities and occupational trends throughout Arizona.

NATIONAL TURNOVER DATA

The new data collected by BLS reveal that several times more jobs become available through labor turnover than through growth. Nationally, approximately 23.2 million openings annually are projected for the 1980s. Of these, according to Daniel E. Hecker, a BLS labor economist, "21.5 million (93 percent) would be due to replacement needs because of people transferring to other occupations and leaving the labor force for various reasons including school, household responsibilities and retirement; only about 1.7 million annual openings (7 percent), on average, would result from growth."*

Hecker points out that the number of openings in any occupation depends primarily on the occupation's size, the proportion of workers who leave the occupation and the occupation's growth rate. In general, fast growing and large occupations with high turnover have the largest number of openings.

Table 1, reprinted from Heckler's article, shows the projected growth for occupations by average annual openings for 1980-90. Of the 10 occupations with the most projected openings, most do not generally require a college degree for entry. Individuals entering these occupations tend to be young and many work part-time. These occupations are also predominantly held by women. A large proportion of these workers eventually transfer to other occupations or leave the labor force to attend school or assume full-time household responsibilities.

Of those occupations with the fewest number of projected openings, most require substantial amounts of training and/or education. Individuals entering these occupations tend to be older than average, are predominately men and generally work full-time. People occupying these positions tend to stay in them for long periods of time, often until retirement.

W. Kip Viscusi, using a sample of 5,000 individuals from the 1976 University of Michigan Panel Study of Income Dynamics, found that the overall quit rate of women was approximately twice that of men.** However, Haber, Lamas and Green contend that, "Were women to have the same types of jobs, for example, jobs in which the mean wage and occupational distribution were the same as for men, the observed differences in quit rates would be eliminated."***

These findings suggest that a major factor influencing turnover among men and women is the ratio of their wage relative to that paid to a typical male worker. According to Haber, et al., "When the wage is less than this amount, men are likely to seek better job opportunities with employers other than their current one. In contrast, women, who because of family responsibilities often work close to home, may be

reluctant to give up a low paying job because the liklihood of finding a better-paying one, which is also close to home, is small."

ARIZONA TURNOVER DATA

The Arizona Industrial Turnover Matrix System (AITMS), currently being developed by the Research Administration of the Arizona Department of Economic Security, is designed to generate detailed employment information not previously available at the state and substate levels. Data pertaining to the movement of workers from industry-to-industry and from county-to-county are currently under analysis. Eventually, data specific to a variety of occupational categories will be included.

AITMS utilizes two independent data sources as input. They are 1) the Unemployment Insurance (UI) employer name and address file, and 2) the UI base period wage file. The two input files are generated on a quarterly basis. Therefore, turnover transactions can be analyzed from quarter to quarter over a period of many years.

Two types of matrices are generated for analyzing labor turnover in Arizona. They are:

- A detailed matrix of county-to-county movements of job changes, and
- Two matrices (detail and summary) of industry-to-industry movements of job changers.

The matrices are constructed from records of individual job changers. At the present time, the following data are included on each job changer's record:

- Standard Industrial Classification (SIC) code of the industry of separation,
- SIC code of the industry of accession,
- County code of the county of separation, and
- County code of the county of accession.

Data pertaining to all individuals for which this information can be collected (i.e., Arizona wage and salary labor force), are tallied to each of the three matrices.

A separation transaction is defined as one in which the employee received wages from one employer during the previous quarter, and received no wages from the same employer during the current quarter. An accession transaction is defined as one in which the employee received wages from one employer during the current quarter, but did not receive wages from the same employer during the previous quarter.

At the present time, only industry-wide turnover information is being tabulated within AITMS. Eventually, however, occupational turnover information will be included in AITMS and further utilized in the OES program. This will enable the Research Administration to provide more accurate labor market information to both employers and job seekers as well as to provide more in-depth analysis of labor markets to economic researchers and planners.

Guy R. Wilson

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* "A Fresh Look at Job Openings," Occupational Outlook Quarterly, Spring 1983 (27-29).

** Viscusi, W. Kip., "Sex Differences in Worker Quitting," The Review of Economics and Statistics, August 1980 (388-398).

*** Haber, Sheldon E., Enrique J. Lamas and Gordon Green, "A New Method for Estimating Job Separations by Sex and Race," Monthly Labor Review, June 1983 (20-26).

PROJECTED GROWTH FOR OCCUPATIONS BY AVERAGE ANNUAL OPENINGS, 1980-90

OCCUPATION	PROJECTED OPENINGS (thousands)	PROJECTED GROWTH	EMPLOYMENT 1980 (thousands)
Retail Trade Sales Workers	1,199	as fast as average	3,347
Waiters and Waitresses	788	as fast as average	1,711
Cashiers	648	faster than average	1,592
Secretaries	575	faster than average	2,500
Cooks and Chefs	399	as fast as average	1,122
Bookkeepers and Accounting Clerks	373	as fast as average	1,715
Assemblers	364	as fast as average	1,670
Typists	299	as fast as average	1,067
Kindergarten and Elementary School Teachers	217	as fast as average	1,625
Carpenters	180	as fast as average	970
Registered Nurses	179	faster than average	1,104
Engineering and Science Technicians	168	faster than average	885
Machine Tool Operators	155	as fast as average	1,020
Automobile Mechanics	147	as fast as average	845
Bank Tellers	125	faster than average	480
Engineers	120	faster than average	1,218
Licensed Practical Nurses	115	faster than average	550
Secondary School Teachers	107	decline	1,237
Welders and Flamecutters	106	as fast as average	573
Accountants and Auditors	104	faster than average	897
Real Estate Agents and Brokers	104	faster than average	582
Cosmetologists	77	as fast as average	514
Manufacturers' Sales Workers	71	as fast as average	437
Social Workers	69	as fast as average	345
Computer Operators	67	much faster than average	233
Electricians	63	as fast as average	560
Drafters	55	faster than average	322
Bank Officers	55	faster than average	406
Plumbers and Pipefitters	52	as fast as average	407
Insurance Agents and Brokers	46	as fast as average	327
Dental Assistants	44	faster than average	140
All-round Machinists	43	as fast as average	303
Brick Layers and Stonemasons	38	faster than average	163
Programmers	36	faster than average	228
Lawyers	34	faster than average	425
Air-conditioning, Heating and Refrigeration Mechanics	33	as fast as average	179
Systems Analysts	28	much faster than average	205
Buyers	26	as fast as average	149
Printing Press Operators and Assistants	26	slower than average	178
Automobile Body Repairers	25	as fast as average	153
Librarians	21	little change	145
Compositors and Typesetters	20	decline	128
Purchasing Agents	20	as fast as average	172
Computer Service Technicians	19	much faster than average	83
Television and Radio Service Technicians	18	faster than average	83
Physicians	17	faster than average	405
Radiologic Technologists	16	faster than average	106
Sheet-metal Workers	17	as fast as average	108
Reporters and Correspondents	12	as fast as average	57
Business Machine Repairers	12	much faster than average	55
Psychologists	12	as fast as average	105
Architects	6	faster than average	80
Dentists	5	as fast as average	126
Dental Laboratory Technicians	4	faster than average	53
Barbers	4	slower than average	112

Construction - Escon Builders Inc. has begun construction on a Tucson shopping mall that will be used exclusively by factory outlet stores. Partial funding for the $7.5 million mall came from the City of South Tucson under a Urban Development Action Grant, the first UDAG project ever funded by South Tucson. The 150,000-square-foot facility can accommodate up to 35 factory outlet stores, and is expected to provide employment for about 360 employees. Completion is expected early next year.

Construction has begun in Scottsdale on a $19 million high-technology industrial park, the first master-planned high-technology business facility in Scottsdale. Already scheduled to move into the facility when it is completed is Kroy, Inc., a Scottsdale-based firm that will relocate its national new-product research and development center there.

Hotels - Quality Inns International has begun construction on a new Western regional corporate headquarters in northeast Phoenix, which will also be the international headquarters for the lodging chain's SUNBURST Reservation System. The $4 million center, scheduled for completion by March 1, 1985, will create 250 to 300 new jobs for the Phoenix area.

Manufacturing - Hughes Helicopters has announced a major expansion of its Mesa plant that will boost its Valley work force to 7,000 by 1990. Current employment is 1,400. The company will move almost all of its operations -- corporate headquarters, engineering, production of its civil helicopters and science labs -- from Culver City, California, where the 50-year old firm has been based since 1942.

Gates Learjet Corp. will hire more than 180 workers in Tucson over the next several months as the company shifts preliminary assembly on its 20 and 30 series corporate jets from Wichita, Kansas to Tucson. Until now, the work on the 20 and 30 series has been split between Tucson and Wichita. The new Tucson jobs will pay an average of $10 an hour, adding $4 million to the company's annual Tucson payroll. Gates plans to notify appropriate candidates from among more than 1,500 Tucson workers on furlough since 1982. Gradual outside hiring is to be delayed until at least mid-September.

W.L. Gore & Associates, Inc. is expanding its Electronic Products Division to Phoenix with a new facility at The Pointe at South Mountain. The new plant will be complete in January and will employ about 100 people. Gore has 29 plants throughout the world, including four in Flagstaff. The Phoenix site will be used to manufacture signal-transmission devices for the computer, aerospace, defense and satellite industries, as well as serve as the firm's sales-service support center for electronic-products division for the western third of the United States.

Mining - Anamax Mining Co. has proposed virtually cutting in half the pay of striking workers at its Twin Buttes Mine as part of a settlement offer. The offer calls for an hourly pay cut of $5 to $6 an hour to end the year-long strike by 380 workers. The workers used to receive an average of $12.50 an hour.

Work at the Tombstone Exploration Inc.'s gold and silver mines has ceased and approximately 100 employees have been laid off. It is unknown how long the plant will remain closed.

Phelps Dodge Corp. has laid off 500 hourly workers from its New Cornelia Branch in Ajo. The company will continue to operate the Ajo smelter and does not plan any shutdowns in Morenci, Bisbee, Douglas, or Tyrone and Hidalgo, New Mexico. About 380 employees, about 180 of whom are hourly workers, are to continue working at Ajo. Aside from the smelter, employees will work at maintenance shops and the power plant.

Asarco Inc. has suspended open-pit mining at its Silver Bell operation north of Tucson, ending work for about 170 of 243 employees. Company spokesmen point to copper prices remaining "at levels near the lowest in real terms in this century" as the

reason for the layoffs. In the meantime, Silver Bell's leaching operations, handled by a handful of production workers, will continue.

Closing - Rennie & Co., a 2-1/2-year-old Phoenix securities firm, has gone out of business. The company employed 17 brokers in Phoenix.

Strike Update - A brief strike at the Arizona Portland Cement Co. plant at Rillito has ended. Although workers are negotiating a contact with the company, the walkout was sparked by an unrelated matter -- the union's charge that the company would not allow access to union leaders from outside to examine certain working conditions. Bargaining sessions on the contract are scheduled for September 20 and 21. The company is proposing a three-year contract that would include no pay increase the first year, cuts in benefits and changes in work rules.

Layoffs - Phoenix Baptist Hospitals and Health Systems has laid off 200 employees at its Phoenix hospital and at 12 affiliated hospitals and companies. The layoffs were blamed on a continuing decline in the number of patients and in the length of hospital stays. A spokesman for the hospital said all 200 laid-off workers received two weeks' severance pay, job-placement services and career counseling.

Sentry Insurance Co. is moving to consolidate and reduce staffing at its four regional offices including Scottsdale. According to a company spokesman, the move will result in less than 10 percent of the Scottsdale work force's 750 employees losing their jobs. Sentry is providing placement assistance with other companies for affected personnel.

U-Haul International Inc., the nation's largest move-it-yourself company, has announced plans to lay off thousands of workers and reorganize operations to cut costs. An estimated 100 of the 2,000 Phoenix-area workers will lose their jobs and Sam Shien, spokesman for the parent company Amerco, said that employees who still want to work for the Amerco organization probably will be able to reclaim their jobs in about five months.

Training - Nissan Motor Corp. has established a program at Maricopa Technical Community College to train auto mechanics for dealerships in its Los Angeles region. The first training session, begun July 30, was for Nissan employees in the Phoenix and Tucson Areas. Although the classes are for selected Nissan employees only, Maricopa Tech also offers automotive courses to the general public.

The Marc Center has opened a 3,000-square-foot vocational center in east Mesa to prepare developmentally disabled adults for employment. The facility was constructed through the use of a $100,000 Community Development Block Grant received through the county. The Marc Center contracts with private companies such as Mountain Bell, and participants are paid as they learn new skills with money received through these contracts.

Veterans - A new on-the-job training program for veterans will allow employers to put eligible veterans to work with government assistance in defraying training costs. The program will reimburse employers for half of the starting wage of training or retraining veterans up to a maximum of $10,000. The deadline for application is November 29. Interested employers and veterans can contact the nearest Job Service office. Employers may also call the Veterans Administration Regional Office at 241-2721.

Interstate Job Bank - An Interstate Job Bank begun by the U.S. Department of Labor makes it possible for states to keep tabs on selected jobs anywhere in the United States, as well as advertise their own hard-to-fill vacancies nationally. Under the program, the states each week ship, by overnight air express, a list of their hard-to-fill jobs to the job-bank headquarters in Albany, New York. The jobs are placed on microfiche, which then are immediately sent back to the states. This process will be speeded up when the Labor Department places the job openings on a national computer network, in about two years.

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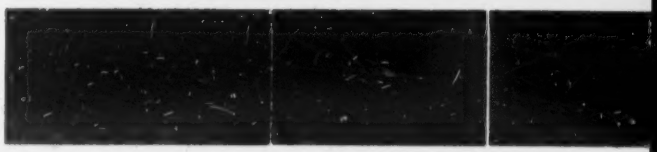

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